



## The Virginia Defense Force

# Bugler



December 2011 Volume 3 Issue 2

## On Mission

*M*uch has occurred since the July 2011 Bugler. Our headquarters are finally in their permanent location in the Administration Building at Waller Depot, Richmond, Virginia, new enlistments and appointees are on the rise, and our relationship with the Virginia National Guard grows ever stronger. As with growth in any organization, there are spits, starts, and undoubted pain along the way, but it is all paying off for the betterment of the VDF.



**Major General John Taylor**

On November 5, 2011, we had our Fall FTX with headquarters based at Waller Depot, as it would be in an emergency situation. Blackhorse, Highland, and Lafayette were positioned at their respective locations. Communications and response was practiced in these mock-life situations with great success. Also, Colonel Carlitti was selected and accepted the position of Chief of Staff over the FTX weekend. With his background, integrity, and loyalty to the VDF I am confident that we will reach new heights. In addition, the promotion of Colonel Wheelus to Brigadier General was approved by MG Long, the Virginia National Guard Adjutant General. MG Long personally interviewed COL Wheelus based on my written and verbal recommendation for promotion.

We have many new enlistees and appointees that are digging in with their training to become state-active-duty (SAD) ready. I encourage each and every one of you to brush up on your past training, and if you have not yet completed your SAD-ready training please do so as quickly as you can. The better we are trained, the better we can help our fellow Virginians when the time arises. Your level of individual training and professional conduct will reflect positively on your unit and the entire organization.

I am extremely proud to be a member of such a fine team of volunteers. I will gladly continue my efforts to ensure that our organization continues to grow and excel for the citizens of Virginia. I challenge each of you to also set the example in your unit and be the best you can be in the Virginia Defense Forces as part of the Virginia Department of Military Affairs.

## Updates from Active Detachment

*T*he Summer—and Fall—of 2011 was a challenge, to say the least, but we are finally in our permanent location at Waller Depot. We are in the process of finishing our internal network, primarily being developed by PFC Milotte and CW2 Kerr. There have been obstacles along the way, but he is quite adept at finding the solutions that we need to proceed. SFC Carter, VDF HQ with the help of SFC Ronnie W. Mongold, VDF Retired, and SGT Michael S. Tate, VDF HQ, Special Staff, have worked tirelessly to move our Supply to its final destination.

### VDF ID Cards

Recently, we had a stop period on VDF ID Card processing due to the card machine needing warranty repair. It has just been received and is operational again as of 01DEC11. Batches of cards will be mailed over the next few weeks. As was pointed out before, we have had heavy number of applications coming in. Bear in mind that each application takes 30-45 minutes to fully process before the actual ID card is developed.

**OF NOTE:** There is a new web page launching on our website specifically for ID Cards on 05DEC11. There is an instructional video on how to properly fill out an ID Card Application and how to correctly take a photograph. As we have asked in the past, ID Card Applications **MUST** come into VDF HQ in a separate email. Many times the process is further slowed by the ID Application being part of an

*continued on page 2*

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## From the Editor

*T*raining is the backbone for a solid Defense Force and is the highlight of this issue of *The Bugler*. Academic course work, hands on exercises, or participation in simulated or mock disasters are just some of the various methods that should be utilized to familiarize our soldiers with the elements of responsiveness common to all emergencies, i.e., planning, preparedness, mitigation, response and recovery. As the emergencies the VDF could be called on to respond to are very diverse such as earthquakes, hurricanes or flood response, adverse weather conditions, response to terrorist attacks, forest or community fires, parking coordination such as at the Crab Festival, and hazardous materials response to name a few, the training of the VDF soldiers should be just as diverse.

The training requirements for each soldier in the VDF are set forth on page 4. This training is the bare minimum that should be completed by each soldier. The MEMS Virginia Academy training requirements are also set forth in this issue and includes the requirements for each of the Basic, Senior and Master Requirements. It is exciting to see soldiers continuing their education, such as the 21 soldiers from the Lafayette Brigade who graduated from the Company Leaders Course.

While the academic training is vital, as CPT Cahan stresses in his article *Growing the VDF Through Retention*, the “hands-on” training is also instrumental. The VDF time to provide the soldiers this “hands-on” training is limited each calendar year with only one day per month of drill; therefore, as he advocates, make the most of each drill. The importance of this training should not be seen only as a means to fully prepare the soldier, but to retain the soldier as well.

The culmination of training the VDF soldiers each year is the FTX. The Defense Force was tested with the “Forward Guardian” Exercise, with positive results. Every soldier who participated should be proud of his or her contributions and accomplishments during this exercise. The VDF success at this exercise instills the confidence and experience necessary during a real emergency.

Whether the training provided by the Defense Force benefits the soldier as a soldier, such as CPT Lenard T. Myers with his meritorious service as Officer in Charge, or as a citizen, such as PFC Dawn Story’s participation in an organized search for a lost child while in a civilian capacity, training is definitely the backbone for a solid Defense Force.

—Captain King, Acting PAO

## Active Detachment cont'd from page 1

Enlistment package. Active Detachment staff has a limited number of hours available to work and we have a lot to do for everyone. By streamlining the submission of ID Applications as specified in the Forms Directive, we can process cards more efficiently.

### *[Excerpt from Directive]*

“These images should be sent via email to: vdfinfo@vdfmail.us ALONG WITH Form 428, Rev. 10DEC10. All filenames MUST contain the applicants’ name. The application, and image files may either be sent as separate files within a single email or in a combined file. Only one applicant will be accepted in a combined file. Attachments that contain more than one applicant’s information will be returned to the sender.”

## MTO

It is important to let Active Detachment know when there is a problem on the MTO for their troops. What is seen on the MTO reflects personnel actions that we have actually

received. If you don’t see a personnel action reflected within 60 days of submission through your chain, please check with your chain of command to find out the status.



## Website & Recruiting

Recently, Colonel John Fortune was asked how the VDF Website was working for his recruiting efforts. He had the following to say:

*“We have experimented with several methods to recruit personnel into the Virginia Defense Force. All the methods the members of VDF have used produced referrals to some degree, but the Web Site has produced the most referral. The shortage of funding, time restraints, and employment conflicts caused the Web Site to be the overall best recruiting tool. The simplicity of the Web site, uniformity of information being disseminated and the ability for several VDF personnel to key in on the referral has also produced positive results. Sixty percent of the referrals have joined the VDF.”*



## Virginia Defense Force HQ Moves to Waller Depot

By Staff Sgt. Andrew H. Owen – Virginia Guard Public Affairs



Reprinted from <http://vko.va.ngb.army.mil/virginiaguard/>

RICHMOND, Va. — The Virginia National Guard United States Property and Fiscal Office handed over responsibility for Waller Depot to the Virginia Defense Force Nov. 30 at Waller Depot, in Richmond. Waller Depot will now serve as the headquarters of the VDF, the Virginia Department of Military Affairs all-volunteer reserve force for the National Guard.

Col. Donald Sutherland, the United States Property and Fiscal Officer of Virginia, handed the final gate pass to Col. (Va.) Michael Lawson of the VDF to signify the transfer of responsibility during an informal ceremony. The USPFO logistics section, the unit in charge of supplying National Guard units in the state, vacated the Waller Depot location earlier in the month and moved to the Defense Supply Center, Richmond.

“This is the first time the VDF has been entrusted with actual command of a state asset, so it is a big step for us,” said Lawson. “We have units at over 30 other locations across the state. This is going to be our primary headquarters.”

Waller Depot will now house the Virginia Counterdrug Program, the Virginia Chemical Biological Radiological

Nuclear High Yield Explosive Enhanced Response Force Package and the Virginia Defense Force.

With the addition of the VDF headquarters to the area, Waller Depot is considered a hub for Defense Support to Civil Authorities in Virginia. Following the closing of the Air National Guard Base in Sandston, the Waller Depot location was an obvious choice to locate the three state units.

“Waller Depot is state property, so it was thought that would be a good place for the VDF to have a home,” said Sutherland. “With the Adjutant General of Virginia’s focus on DSCA operations, this seemed like a good compound, a secure area to bring the CERFP and Counterdrug elements in to better prepare for DSCA operations.”

Waller Depot is a state owned property, occupied by the Virginia Guard since 1949, according to James “Eddie” Ayers, a National Guard technician who has worked at Waller Depot since 1969. The departure of USPFO personnel signals the end of an era, one which has seen many changes in logistics business processes and operations. While some expressed sadness at leaving, they are also excited about the opportunity that exists at DSCR.



Col. Donald Sutherland, United States Property & Fiscal Officer for the Virginia Guard, hands over an access card to Col. (Va.) Michael Lawson, Virginia Defense Force, Nov. 30 during an informal transfer of responsibility for one of the buildings at Waller Depot. The USPFO is moving to a new facility at the Defense Supply Center, Richmond and the VDF headquarters has moved from a location in downtown Richmond to the facility at Waller Depot. (Photo by Staff Sgt. Andrew H. Owen, Virginia Guard Public Affairs)



## Virginia Defense Force Soldier Helps In Search and Rescue Mission

By David Cahan, CPT, BHB PAO

On Sunday October 23<sup>rd</sup> Robert Wood Jr., an 8 year old autistic boy went missing in the woods of Hanover County while hiking with family members.

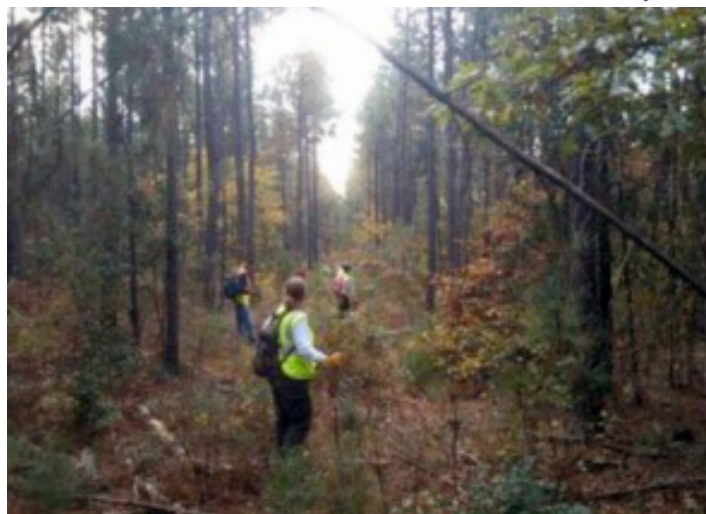
It didn't take long for citizen volunteers to come forward to join in the search and rescue efforts spearheaded by the Hanover Sheriff's department. Among the volunteers was PFC Dawn Story of Charlie Company 23<sup>rd</sup> Battalion, VDF (Bowling Green). Acting in a non-uniformed, civilian role, Dawn put in 6-7 hours a day for the next 3 days participating in the organized search.

"I put the skills that I learned in CERT training in the VDF to good use" says Story. "I took my pack and web gear and made sure that I had plenty of water and snacks to get me through 3 tough days. I made recommendations to some of the other volunteers, especially about staying hydrated since they didn't have the experience or training that I had. I even took some first aid supplies in case we found the missing child or if another volunteer was injured."

*"I know you are aware of how intensive this type of search can be, but with the individuals representing you and your agency, we were able to accomplish a monumental task."*

**—David Hines, Sheriff, Hanover Virginia in a letter to Colonel Richard Downey, Blackhorse Brigade Commander.**

Although work obligations kept Story from volunteering for more days of the search, she recommended to the Sheriff's department that horses might be used in order to cover ground faster. She then arranged for



Citizen volunteers line up for an organized search of Hanover County woods during a search and rescue mission for Robert Wood Jr. The boy was found on the 6th day of the search unharmed.

*Photo credit: Coy Barefoot Courtesy WINA Radio 1070, Charlottesville*

Woodpecker Farm, the horse farm where she works, to donate the use of several horses for the remainder of the search. The boy was eventually found unharmed on the sixth day. PFC Dawn Story exemplifies the true volunteer spirit that permeates the Virginia Defense Force. She put her training to good use, took initiative and demonstrated care and concern for her fellow volunteers and her fellow Virginians.

In uniform or not, PFC Dawn Story is a Virginian helping Virginians.



**FEMA**

## Training Requirements

Each soldier in the VDF must complete the VDF Orientation Course and the VDF Level II Course as soon as possible after enlistment. There is valuable information in these two courses that will give you the basic knowledge of who the VDF is and its functions. In addition, in order to be state-active duty ready, you must complete the FEMA courses IS100, IS200, IS700, and IS800b. The links for all of these courses are on our website at [www.vdf.virginia.gov/vsdftraining.html](http://www.vdf.virginia.gov/vsdftraining.html).



## VDF Tests Capabilities With “Forward Guardian” Exercise

By Staff Sgt. Andrew H. Owen – Virginia Guard Public Affairs



Reprinted from <http://vko.va.ngb.army.mil/virginiaguard/>

SANDSTON, Va. — Members of the Virginia Defense Force conducted their annual field training exercise Nov. 5-6 at locations across the commonwealth, and the “Forward Guardian” exercise was built around command and control operations and deploying specially-designed “packages” of VDF members that would provide capabilities to assist the Virginia National Guard.



Members of the Virginia Defense Force assist stranded motorists in a simulated snowstorm during their field training exercise Nov. 5 at Fort Pickett. The VDF conducted its 2011 Forward Guardian FTX Nov. 5-6 at several locations across the commonwealth. The VDF FTX was built around command and control operations and deploying various response packages in response to scenario-based events. (Photo by Staff Sgt. Andrew H. Owen, Virginia Guard Public Affairs)

The VDF conducted 24-hour operations to simulate how they would respond to a major snowstorm event in Virginia, according to Lt. Col. (Va.) Stewart Bentley, mission director for the exercise.

“This is the first time we have done 24-hour operations,” said Col. (Va.) Justin P. Carlitti, operations officer and 28-year Marine Corps veteran. “Normally we will start at 1600, stop at 2000, start again at 0700, so this is the first time we have done 24 hours straight operations through the night, and we threw everything against them.”

“Forward Guardian is a readiness exercise that will help assure that we can mobilize, deploy and perform operations during natural or man-made emergencies in Virginia,” said Col. (Va.) Richard Downey, commander of Manassas-based Black Horse Brigade.

During the exercise, the VDF maintained a command and control element in the Virginia National Guard Joint Operations Center in Sandston, Va., while deploying teams to locations in Manassas, Fort Pickett and the Hampton Roads area to conduct training.

“We deployed, mobilized and sent out on various missions, the entire Virginia Defense Force in geographically diverse locations,” said Bentley. The training included deploying several Incident Management Assistance Teams, who in a real-world situation would work closely with and lend support to Soldiers and Airmen of the Virginia National Guard. The VDF also had the Shelter Assistance Liaison Teams, the Aviation Battalion and the Riverines Detachment involved in the weekend scenario.



Members of the Virginia Defense Force Riverine Detachment search the water around Rudee Inlet in Virginia Beach for a “missing person” during the 2011 Forward Guardian Field Training Exercise Nov. 5. (Photo by Sgt. 1st Class A.J. Coyne, Virginia Guard Public Affairs)

“This is the first exercise of its nature that the VDF has done where we have stood everyone up,” said Bentley. “We stood up all of the TAC-PAKs; we had the mobile command posts out and operational; we were running aviation reconnaissance and surveillance missions checking on the status of the major highways and we also had the Riverine unit down on the Chesapeake doing riverine reconnaissance missions.

(continued on next page)



## “Forward Guardian” cont’d from previous page

“We are a force multiplier for the Virginia Department of Military Affairs. We have right at 1,000 troops who are all volunteers, who are trained and ready to go to support the National Guard in the event we are called to active duty by the governor,” Bentley said. “What we are providing is essentially a command and control network that will help the Guard carry out its missions in response to a disaster.”

The VDF FTX was also the first time the VDF ran the FTX concurrently with a tabletop exercise with the Virginia Guard Joint Force Headquarters to give the Guard the opportunity to control actual maneuver forces during their exercise.

“The big thing was the integration with the Joint Force headquarters. Normally in the past, the VDF would execute its own missions,” said Carlitti. “The Guard knew what we were doing, but now that’s why we are here; the integration between the JOC and with our forces. We are now collocated working with the JOC and that’s what we simulated here, the passage of message traffic between the JOC, through our team here, to the maneuver brigades.

“I already met with the (Virginia) Guard Director of Operations and the Deputy Director of Operations and this is going to become the normal course of activity,” he said. “It’s going to be joint exercises, and that is the way it should be.”



Members of the Virginia Defense Force conduct aviation operations Nov. 5 at the Blackstone Army Air Field as part of their 2011 Forward Guardian field training exercise. (Photo by Staff Sgt. Andrew H. Owen, Virginia Guard Public Affairs)

“This exercise was a building block for the Virginia National Guard and the VDF,” said Col. (Va.) John Fortune, commander of Lafayette Brigade. “This is a bridge we had to cross before we could move on to the next level of training. This was a chance for us to show the Guard we know what we’re doing and we’re ready for the next step.”

The VDF will continue to train throughout the year during their scheduled one-day monthly training and the two weekends per year in an all-volunteer status. The members dedicate their training time in an unpaid status to be prepared for a time when the governor may call upon them in an emergency. The members receive paid compensation for their time only while in a state active duty as directed by the governor.

“We train, for it, we practice for it, we have an exercise of it and that is critical to have a joint Army/Air/Virginia Defense Force/civilian first responders operations to respond to a disaster,” said Maj. Gen. (Va.) John D. Taylor, Virginia Defense Force Commander. “We will have a disaster one day, you know, I hope we don’t, but hope is not a strategy. We have to plan for it and if we do have it, we will respond. We’re here to serve.”

The VDF is an all-volunteer force authorized by the Code of Virginia and organized under the Virginia Department of Military Affairs reporting to the Adjutant General of Virginia. In 2010, the VDF donated approximately 58,850 man hours in service to the commonwealth. Using the Virginia average of \$21.45 per hour of volunteer work, this equates to \$1,262,332 in support.

—Additional reporting by Capt. (Va.) Dave Cahan,  
Black Horse Brigade



## Operation “Forward Guardian” in High Gear Virginia Defense Force Actively Training



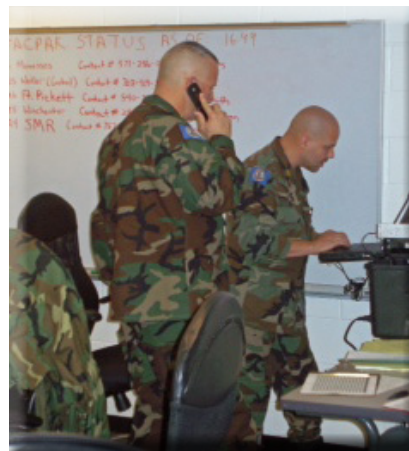
Everyone is attentive.



Operation In high gear.



MAJ Fronkier and CPT Myers.



Chief Wallace addresses a problem.



CSM Stevens and COL Carlitti.



MAJ Fronkier and SGT Poulton.



LTC Bentley explains the Battle Board.



CPT Myers and Chief Wallace.



## From the MEMS Virginia Academy

In the Academy you're preparing for your journey into becoming a member of the State Guard Association of the United States. By participation and completion of the requirements of the Military Emergency Management Specialist's Academy, SGAUS you are becoming one of America's best prepared soldiers, ready to serve with knowledge and ability under the current guidelines of the National Response Framework, the Department of Homeland Security, FEMA, EMI and other didactic study resources as well as preparing yourself with affirmation of your knowledge and skills by having written a practicum narrative paper summarizing your knowledge, skills, experience and ways you will utilize these to contribute on future missions and tasking assigned. Individuals with MEMS academy qualifications will gain the knowledge and abilities to effectively manage a comprehensive emergency management plan and will achieve operational understanding of basic tenets of emergency management including mitigation, preparedness, emergency responses and recovery operations.

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*"The best Emergency Management qualification program available to the United States Armed Forces and State Guards today..."*

*—COL Andre' Coulombe, US Army Reserve, Special Forces*

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### **What does it take to get my BASIC qualification? Read the manual, and complete the requirements:**

- a. You must be a member of SGAUS in good standing or apply as a civilian and then provide evidence by copy, scan or fax to the academy with your package.
- b. You must complete an application to the Virginia MEMS Academy (fill it out completely) and then provide it by copy, scan or fax to the academy with your package.
- c. You must complete the study required. Courses change and are continuously being updated as information and tactics evolve, contact the Academy State Director or your units Academy Instructor if uncertain of the current courses required for Basic. The EMI transcript or copies of each course certificate, copy of your National Fire Academy Certificate for Q534 can then provide evidence by copy, scan or fax to the academy with your package.
- d. Complete a Basic Practicum EXPERIENCE agreed upon between you and the Academy Instructor or Academy State Director to validate your learning with real life experiences in EM events. These experiences can be a real event, a classroom training program with a state or federal emergency management agency, military school or other approved venue.
- e. Complete the Basic Practicum NARRATIVE. This is a paper, similar to an AAR. There are eleven specific paragraphs required to be covered in this document by the academy to validate your learning. Consult with the student manual, numeral 3 under the Basic or Senior qualifications for complete detail of each of the eleven topics you need to address in this paper.
- f. Making the "package" is the final step. Your package submitted to the Academy Instructor or directly to the Academy State Director must include: Proof of membership (a), Academy Application (b), Proof of courses accomplished (c) and a copy of your Practicum Narrative (e). You may submit the package then by copy, scan or fax to the academy.

Upon completion of all your requirements and mailing or emailing (preferred) them to the Academy Instructor or ASD at [charles.law@dbhds.virginia.gov](mailto:charles.law@dbhds.virginia.gov) - you will receive an email notification of your award of credentials. This is sent via email to your email account address provided the Academy on the Application Form. Attached to this transmission are copies of your documents. Also, a hard copy of all documents are mailed to your HOR provided. In that package are also hard copy packets for you to give your S-1 for inclusion in your MPRJ, a copy for your Commander listed on the application for presentation at your units next formation, and a set of "extra" copies just in case you need others. The last item in your packet is the SGAUS Insignia order form with a copy of your certificate stapled to that form. The Virginia Academy does not inventory or supply these items. The Quartermaster of SGAUS National will handle those payments and mailing of insignia, etc. see the form provided for more details.

The Instructors of the Virginia SGAUS MEMS Academy and I stand ready to support you in your quest to achieve these qualifications and advance your knowledge of Emergency Management.

*—MAJ Charles C. Law, Master MEMS, ASD Va.*





## **MEMS** cont'd from previous page

### **MEMS BASIC REQUIREMENTS: (also, refer to page Student Manual pg 10 of 15, dtd 1 DEC 2009)**

- DHS FEMA EMI Independent Study Courses: IS-00100 Intro to Incident Command, IS-00200 Single Resources and Initial Action Plans, IS-00775 EOC Management and State Operations, IS-00208 or IS-292 Disaster Basics, IS-00700a National Incident Management System, IS-800a National Response Framework and Q534 (National Fire Academy) Emergency Response to Terrorism.
- Discuss with your Instructor or ASD a possible Practicum ASSIGNMENT wherein you can experience and apply your didactic learning from above. Get approval to proceed and then begin to apply your skills.
- Complete a Practicum NARRATIVE addressing all eleven elements mentioned in numeral 3 of the BASIC requirement on page 10 of 15 in the student manual.

*Send your fully completed package to the Academy Instructor, or Academy State Director as outlined in alpha listing (f) on page one of this document of instruction please.*

### **MEMS SENIOR REQUIREMENTS: (also, refer to page Student Manual pg 11 of 15, dtd 1 DEC 2009)**

- DHS FEMA EMI Independent Study Courses: IS-00139 Exercise Design, IS-00230 Principles of Emergency Management, IS-00235 Emergency Planning, IS-00240 Leadership & Influence, IS-00241 Decision Making and Problem Solving, IS-00242 Effective Communications, IS-00244 Developing and Managing Volunteers, and Q300/ICS300 Intermediate Incident Command Systems (resident course) and AWR110 WMD Awareness for Emergency Responders or AWR160 WMD Awareness (Independent Study from Texas A&M University available at <http://www.teex.com>).
- Discuss with your Instructor or ASD another Practicum ASSIGNMENT wherein you can again experience and apply your didactic learning from above coursework. Proceed once approval to proceed is received.
- Complete a Practicum NARRATIVE addressing all eleven elements mentioned in numeral 3 of the BASIC requirement on page 11 of 15 in the student manual.

*Send your fully completed package to the Academy Instructor, or Academy State Director as outlined in alpha listing (f) on page one of this document of instruction please.*

### **MEMS MASTER REQUIREMENTS: (also, refer to page Student Manual pg 12 of 15, dtd 1 DEC 2009)**

- Applicants must have held SENIOR rating for at least six months before applying for MASTER.
- Applicants must be "TRAIN-THE-TRAINER" certified in AND have taught several (2 or more) classes in emergency management related categories: CERT, ICS, NIMS, NFPA or others.
- Applicants must have advanced practical experience in Emergency Operations Centers, and document it.
- Applicants must have participated a high level planning and execution of plans in events and have documentation of their assignments, copies of plans and documents written or carried out by them.
- Experience in leadership of actual emergency responses may be substituted for Teaching requirements. Applicants may choose additional coursework beyond SENIOR requirements, but must present documentation of course(s) completed AND/OR Teach EM coursework AND/OR submit documentation of participation in actual responses at SENIOR LEVEL in LEADING INCIDENT RESPONSE AND/OR Head a managerial/planning assignment with a state guard, state or local EOC or other EM agency approved by the Academy State Director or Academy Regional Director.
- G400/ICS 400 Advanced Incident Command (resident course)
- DHS FEMA EMI Independent Study on the web: <http://training.fema.gov/IS/> All IS-00000 courses
- US Fire Academy Q534 & G300 or G400: <http://usfa.fema.gov/training/nfa/independent/Q534>
- Texas A&M University (TEEX for their Extension University courses): <http://www.teex.com> for course work on AWR110 & AWR160



## FOR IMMEDIATE RELEASE FROM BLACKHORSE

November 7, 2011

Contact: CPT David Cahan 703-909-1911

Public Affairs Officer, Black Horse Brigade, Virginia Defense Force



**THE COMMONWEALTH:** There were 24 inches of blowing and drifting snow throughout Virginia. Motorists were stranded, shelters were opened and FEMA assistance had been requested.

This is the scenario that the Virginia Defense Force trained for last weekend. Lead by Manassas-based Black Horse Brigade, officers and soldiers in the northern third of the state were involved in the 3 day exercise. The weekend's training included deployment of Incident Management Assistance Teams (IMAT) who will lend support to Virginia Department of Emergency Management, State Police or FEMA teams that may be deployed in an emergency. Other training included Shelter Assistance Liaison Teams (SALT) who will man official state shelters if Virginians are displaced during an emergency.

"Operation *Forward Guardian* is a readiness exercise that will help assure that we can mobilize, deploy and perform operations during natural or man-made emergencies in Virginia" said Colonel Richard Downey, Commander of Black Horse Brigade. Downey's command, which covers VDF units in Northern Virginia includes the closest units to the heavily populated DC suburbs. "We take our role very seriously. While the National Guard continues to train for its war fighting missions we stay behind to fulfill critical life saving and civil assistance missions in the capital's backyard" said Downey. "Our greatest value to the state is that we will always be 'boots on the ground' at the Governor's disposal since we can not be federalized like the National Guard".

In fact 23 states have state defense forces; volunteer military units not subject to federal deployment. Virginia code authorizes a force of 1200 troops but could be allowed to grow if the commonwealth is ever faced with a prolonged incident. To help meet numbers, the commonwealth recently passed legislation that allows citizens of neighboring states to serve. Made up of both prior-service and non prior service personnel, VDF volunteers typically train one day per month and two weekends per year. All training activities are on an unpaid, volunteer basis. If called to State Active Duty (SAD) troops are paid on a similar scale as National Guard troops. Several VDF IMAT teams were deployed during Hurricane Irene in September.

The weekend's training will help assure that the Virginia Defense Force is ready, responsive and capable when Virginia is faced with an emergency.

## Lafayette Brigade Graduates 21 CLC Students

By 1SG Pettway

Saturday, 01 October 2011, Norfolk: Twenty-one soldiers from the Lafayette Brigade completed the Division conducted Company Leaders Course. Soldiers from PV1 to LTC attended the intensive one-day class in the administrative procedures required for Company leadership.

A Mobile Training Team from the Division Troop Command's Training & Evaluation Battalion comprised of CSM Cleatis Sisson and SGM Jeffery Banik drove clear across the state to administer the class and to award certificates and ribbons to successful graduates. In his closing remarks, SGM Banik stated that it was a pleasure to instruct such an attentive class "the Lafayette troops were an impressive group, everyone in the class passed the course

and is now entitled to wear the CLC ribbon on their uniform. It seems like everytime I teach a class, I learn something to take back with me and enhance my future courses." CSM Sisson agreed, saying they're looking forward to coming back in a few months to teach another course.

Originally scheduled in August, the class was a victim of Hurricane Irene, both scheduled to be in Norfolk on the same day. Fast action by the Lafayette leadership and the "Can-Do" attitude of the training team resulted in a rapid shuffling of schedules and a much appreciated follow-on class.

Muskets & Sabers!  
1SG Pettway







## Crab Carnival — West Point, VA

### 30 SEPTEMBER TO 1 OCTOBER 2011

*LTC C. Hitt, Commander, 22nd BN LAFBD*

*MAJ J. T. Fronkier, X. O., 22nd BN LAFBD*

Assistance was requested by the town of West Point, Virginia for their annual Crab Carnival from the 22nd BN Lafayette Brigade. The assistance required was for VDF personnel to conduct security/traffic and pedestrian control operations at assigned check points and maintain control of barricades used to direct traffic away from the carnival area. This control also included relocating these barricades as need for special events such as the bicycle races, two parades, and fireworks.

The JOC request form was sent through channels and was approved. Orders were prepared and issued to all attending personnel along with the particulars and handouts for the event.

MAJ Fronkier attended the meetings of the Crab Carnival Committee to work out assignments for the battalion from the committee Chairwoman Janice McGowan and the committee members, which included suggestions for improvements based on experience from previous carnival events. The West Point Crab Carnival has been an annual town event since 1982. The 22nd Battalion has provided support for much of those years. With visitors estimated to be 30,000 to 50,000 at any given time during the event, the town's police force of six full time personnel and four auxiliary officers cannot perform 24-hour law enforcement and provide necessary traffic/crowd control for the two day event. Members of the 22nd Battalion were tasked with traffic control on various numbered streets and their intersections.

The entire town of West Point from 1st Street to 12th Street, and all parallel streets, Kirby, Lee, and Main Streets are utilized for the event. Entrances to the controlled areas are by Resident and Vendor Pass only. The manned traffic checkpoints were set up on 12th Street which goes east to west, and Kirby, Main, and Lee Streets which travel north to south. Main Street is totally blocked by barricades at 11th Street and 4th Street.

The 22nd Battalion turned out 13 personnel, which were more than enough to man the tasking given us by the committee. All members assembled in plenty of time for both the Friday afternoon and the Saturday events. All personnel were prepared for the heat with plenty of water and sunscreen for early Friday and wet weather gear when the climate changed early Friday evening when fast moving

storms came through the area. Extra water was available at the Battalion CP which was manned by MAJ Fronkier with battalion net radios and a radio for the event coordinator. All personnel were properly equipped with new OSHA-approved reflective traffic vests.

Prior to the start of the Crab Carnival, MAJ Fronkier performed a preliminary inspection of the perimeter and discovered that the Public Works personnel responsible for setting up the barricades at the required locations had failed to place barricades any further south than 5th Street leaving the entire carnival area vulnerable to vehicle traffic. After reporting this oversight to the Carnival Committee Chairperson, VDF personnel immediately took barricades from the storage trailer stationed on 9th Street and moved enough of them to the necessary locations to insure control of traffic for all of the events.

All events began on time and concluded without any casualties to the assisting VDF personnel. In addition to the regular duties, VDF personnel assisted confused handicapped visitors in finding their vehicles by providing golf cart transportation to the appropriate parking area. In addition, they summoned EMT help for a vendor who had a flash fire propane accident. The vendor, located on 9th Street suffered first degree burns on his face and hands. SFC Rich helped treat him for shock while MAJ Fronkier went in person to alert the stand-by EMT personnel on 7th Street. They could not be contacted by the committee-supplied radio due to the band playing across from the scene of the accident.

We had enough personnel attending to be able to not only man the posts, but were able to put two people per post and rotate personnel so no one became fatigued. Resting personnel were able to mingle with the crowd, enjoy the vendors fare, and hand out VDF flyers to prospective recruits and answer their questions. I was able to assign a new person with an experienced carnival veteran at each of the traffic/visitor control check-points. This allowed the new personnel a better leaning opportunity. They were not later reassigned to the same location, but were sent to an adjoining location to learn that station. Each check point has its own separate challenges and degree of difficulty. It was also necessary to monitor the non-manned barricades and relocate some of them to accommodate the two parades. These had to be put back in place to preserve the



## Citation

### THE VIRGINIA DEFENSE FORCE COMMENDATION MEDAL AWARD

CPT Lenard T. Myers distinguished himself by meritorious service as Officer in Charge, of IMAT teams from 26 August 2011 to 31 August 2011. During this period, he demonstrated leadership while serving as the senior VDF officer to the JFHQ/JOC. He provided situational awareness to the senior leadership of the VDF through timely and accurate reporting. Restructured two IMAT teams into a liaison element supporting 24 hour operations to translate mission request into responses. He also provided guidance to the JOC's Future Operations Section in planning force activations to support evolving request from state agencies. The distinctive accomplishments of CPT Lenard T Myers reflects great credit upon himself, the Virginia Defense Force and the Department of Military Affairs.



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the VDF website often!**

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## What is Organizational Diversity?

MAJ (VA) S. Rivers Thompson  
Diversity Officer  
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Diversity means acknowledging, understanding, accepting, valuing and celebrating the variety of characteristics that make each of us unique. Workplace diversity relates to gender, age, language, ethnicity, cultural background, disability, sexual orientation, religious beliefs, educational level, job function, marital status, socio-economic background, geographic location and life and work experiences. Diversity is vital because of the breadth and depth of skills and abilities required for us to accomplish our mission.

How diverse is the VDF? The first and easiest area to define is geographic. We all know that Virginia stretches from the Atlantic Ocean to the Blue Ridge Mountains and from North Carolina to Maryland and Washington, DC. Large metropolitan areas with traffic nightmares to rural winding mountain roads shape our way of living and that influences our ways of thinking. This makes each of us unique.

The second and easiest to count is gender. As of 1 November 2011, 529 males and 92 females are listed on the MTO.

Age is an easy area to define and with it comes a variety of difference beyond the number of years a person has lived. Next diversity article will discuss age in relation to life experiences and generation traits and outlooks on life.

## Crab Carnival cont'd from previous page

security of the vendors and patrons at both ends of the town.

When the event concluded the VDF personnel were tasked with repositioning all barricades to the side of the road for recovery by Public Works personnel. With this final tasking completed, all VDF personnel reported back to the CP and were dismissed to return to their respective HOR. All troops returned to their HOR's safely.

Troop morale was excellent and everyone performed their tasks extremely well. The newer personnel were

especially complimentary on what a great learning experience it had been and how they felt their presence had been welcomed by the committee as well as the assisting law enforcement and visitors. There was a great feeling of mission accomplishment by all hands. The event chairwoman, Mrs. McGowan, and other members of the carnival committee at different times complimented the 22nd Battalion personnel on their performance, making this event the best one they have had to date.





## Growing the VDF Through Retention

By CPT David Cahan, PAO, BHB

Even with an effective recruiting program, VDF rosters tend to look like revolving doors if retention is a problem. Retention issues should be addressed and “holes” plugged before a serious recruiting program should be considered. Here are some tips regarding retention that have proven to be effective at the Company, Battalion and Brigade levels.

### Monthly Drills

The monthly drill is the backbone of VDF training at every level. Since the VDF has a limited set of skills to train, drills can quickly become repetitive and boring to soldiers who are continually exposed to the same training. Keeping drills fresh, informative, and interesting can be tough.

- Spend some part of your training day on something new, even if it is ancillary to the main VDF training mission.
- Create a training platoon for new VDF members. This way they can be trained on the fundamentals without forcing all unit members to suffer through the same subjects repetitively.
- Get out of the classroom! Get into the field to practice radio fundamentals, go to a local park to train on maps and land navigation. Practical training is more fun and interesting than classroom training.
- Prepare! It is incumbent upon senior leadership to properly prepare drills ahead of time, minimizing down-time on drill day.
- Make it worthwhile. Each month, we ask our volunteers to give up a day with family and friends. Make sure their drill day is informative and worthwhile so they don't feel like their valuable time is wasted.
- Drill with other units. Especially for smaller companies, drilling with a neighboring unit exposes soldiers to different training styles, allows them to make new friends and enforces the notion that they are a part of something larger than just their home company.

*Keep drills fresh. Repetition is boring and boredom is a morale killer. Keep soldiers excited about the VDF by providing an interesting and worthwhile training day every month.*

### Human Resources

Corporations create policies that help attract and keep the best employees. VDF leaders can improve retention rates by using “best-practice” human resource skills for a volunteer organization like the VDF.

- Recognize why each soldier joined the VDF. People volunteer for different reasons; a soldier with prior service may miss the camaraderie of being in a military unit. Another may regret not being able to serve in the regular military. Knowing why they joined will enable you to give them back a little of what they are looking for.
- Promote on time. If soldiers have fulfilled all necessary training required for promotion, have the required time-in-grade *and* deserve to be promoted then promote them as soon as possible. Prompt, proactive promotions show soldiers that leadership is administratively capable and cares about them and their VDF career. Don't make a soldier ask for a promotion, it means so much more when it is given to deserving troops on time.
- Look beyond rank. An Army or National Guard private typically is a young person fresh out of high school—not so in the Defense Force. Non-prior service VDF volunteers entering as privates are often older, highly educated and have life experience. Senior leadership should learn about all the capabilities that their soldiers have. Taking advantage of their skills makes the soldier feel more useful and important to the organization.
- Recognize soldiers in front of families and peers. Use public gatherings like Brigade musters to award and recognize troops in front of peers and family. Nothing validates a soldier spending time away from family better than recognizing his/her contribution.

*Proper administration of VDF personnel and gratitude for their volunteer service is invaluable for high morale resulting in longer retention.*



## Upcoming Missions

Date	Mission
4-5 Feb	Commanders' Conference/Staff Training at Ft. Pickett
11 Feb	JSROI Exercise with JFHQ STAFFEX/COMMEX with deployed IMATs at Ft. Pickett
Apr 28-29	DIV Training MUTA at Ft. Pickett
May 5-6	3rd Qtr JFHQ CPX
Jul 19-28	4th Qtr JFHQ Full-Scale Exercise
Sept 29-30	DIV Training MUTA at Ft. Pickett

For more detailed information concerning Upcoming Missions, please visit the website at [www.vdf.virginia.gov](http://www.vdf.virginia.gov).

You can print out a copy of the Bugler and mail it! Simply fold your sheets in half so that the mailing panel below is showing. Seal the pages for mailing with a piece of tape, place a stamp on it and mail it!

*Do not use staples, the post office will not accept it.*

## Article Submission Dates

January 31 Issue - January 5

April 30 Issue - April 5

July 31 Issue - July 5

October 31 Issue - October 5

### File types accepted:

Word documents or text within an email.

Photos should not be embedded in Word.

Photos should be in as high a resolution as possible. 300dpi is the desired.

There is more detailed information on the website at [www.vdf.virginia.gov/vsdfnews.html](http://www.vdf.virginia.gov/vsdfnews.html)

But don't wait! If you have news you want to share! We welcome you to send in your news as it happens and post it on the website. Email your submissions to [news@vdfmail.us](mailto:news@vdfmail.us).

**NOTE: Despite the late date of this issue, January's Issue is on schedule as posted above.**



## Virginia Defense Force

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